



EQUAL OPPORTUNITY AWARENESS TRAINING



PURPOSE:

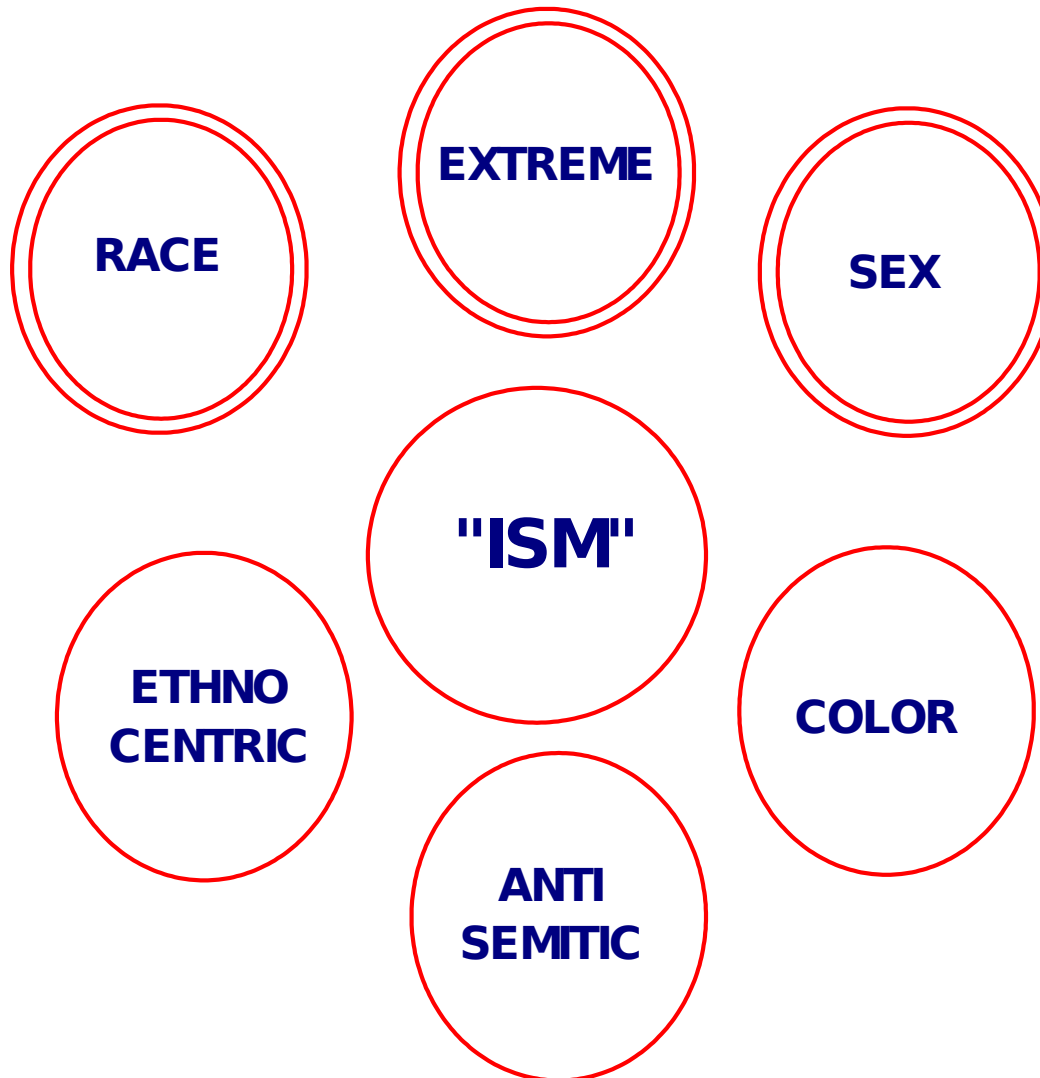
The purpose of this period of instruction is to familiarize you with several contemporary issues related to Leadership and Equal Opportunity. Most of all it's to educate/train you on "pitfalls you want to avoid."

OVERVIEW

- 1. "ISMS"**
- 2. COMMUNICATING ACROSS DIFFERENCES**
- 3. INFORMAL RESOLUTION SYSTEMS (IRS)**

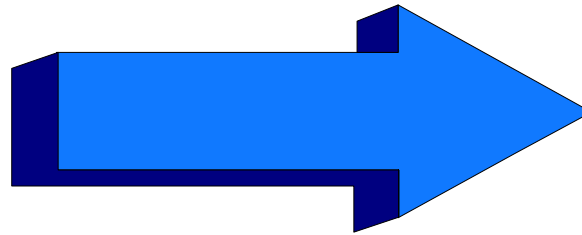


ISMS



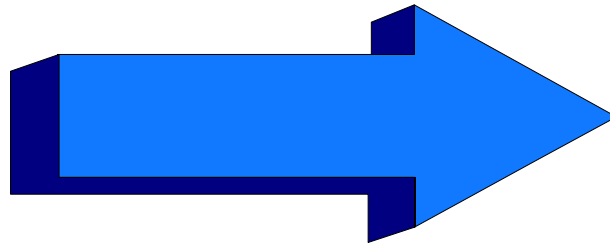
3 CONTEMPORARY "ISMS"

RACISM:

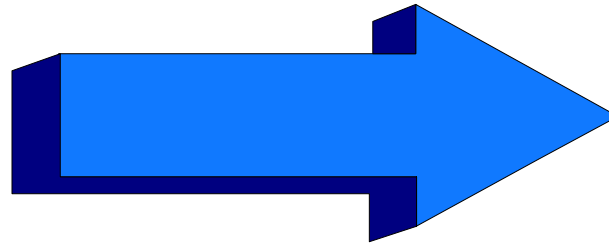


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RACISM:

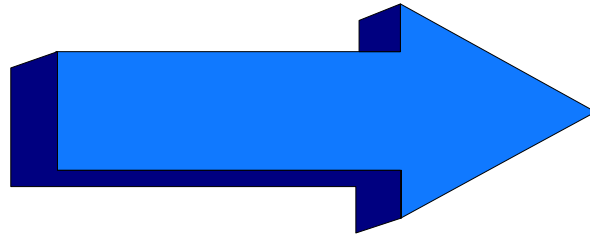


SEXISM:

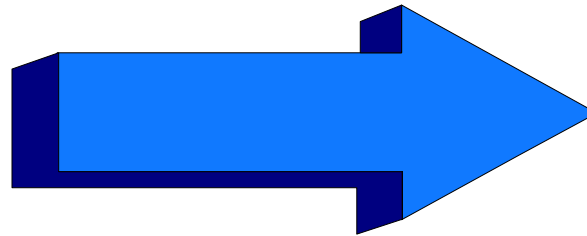


3 CONTEMPORARY "ISMS"

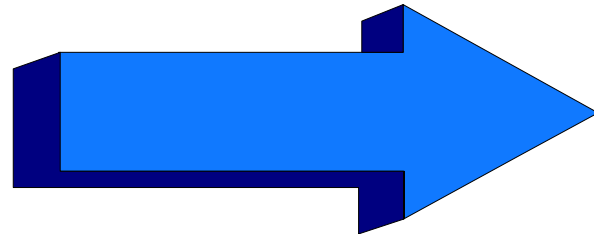
RACISM:



SEXISM:



EXTREMISM:



RACISM

DEFINITION: MAY BE VIEWED AS ANY ATTITUDE, ACTION (CONSCIOUS OR UNCONSCIOUS), OF A PERSON OR INSTITUTIONAL STRUCTURE THAT SUBORDINATES A PERSON OR GROUP BECAUSE OF SKIN COLOR OR RACE.

SEXISM

DEFINITION: BEHAVIORS, CONDITIONS, OR
ATTITUDES THAT FOSTER STEREOTYPES OF
SOCIAL ROLES BASED ON SEX {Webster}

EXTREMISM

EXTREMIST GROUP

DEFINITION: ONE WHO CARRIES SOMETHING TO EXCESS. AN ORGANIZED GROUP THAT ESPOUSES SUPREMACIST CAUSES.

PREJUDICE

**DEFINITION: A FEELING OR A DISLIKE BASED
UPON A FAULTY AND INFLEXIBLE
GENERALIZATION.**

5 LEVELS OF ACTING OUT OUR PREJUDICE

1. ANTILOCUTION

2. AVOIDANCE

3. DISCRIMINATION

4. PHYSICAL ATTACK

5. EXTERMINATION

LANGUAGE OF PREJUDICE

- 1. PHRASES OF COLOR**
- 2. TESTIMONIAL**
- 3. DISPARAGEMENT**
- 4. STEREOTYPE LANGUAGE**
- 5. CARICATURES**
- 6. ETHNIC JOKES**
- 7. SLIPS**
- 8. EPITHETS**

EFFECTS THAT "ISMS" HAVE ON THE MARINE CORPS

1. NOT USING A PERSON TO THEIR HIGHEST POTENTIAL CAUSES THE INDIVIDUAL AND THE UNIT TO SUFFER
2. ISMS CAN CAUSE POLARIZATION IN THE UNIT
3. MORAL TENDS TO BE LOWER
4. MISSION ACCOMPLISHMENT - HAS A TENDENCY TO BE SET ASIDE

COMMUNICATING ACROSS DIFFERENCES

**COMMUNICATION: THE PROCESS OF TRIGGERING
A RESPONSE**

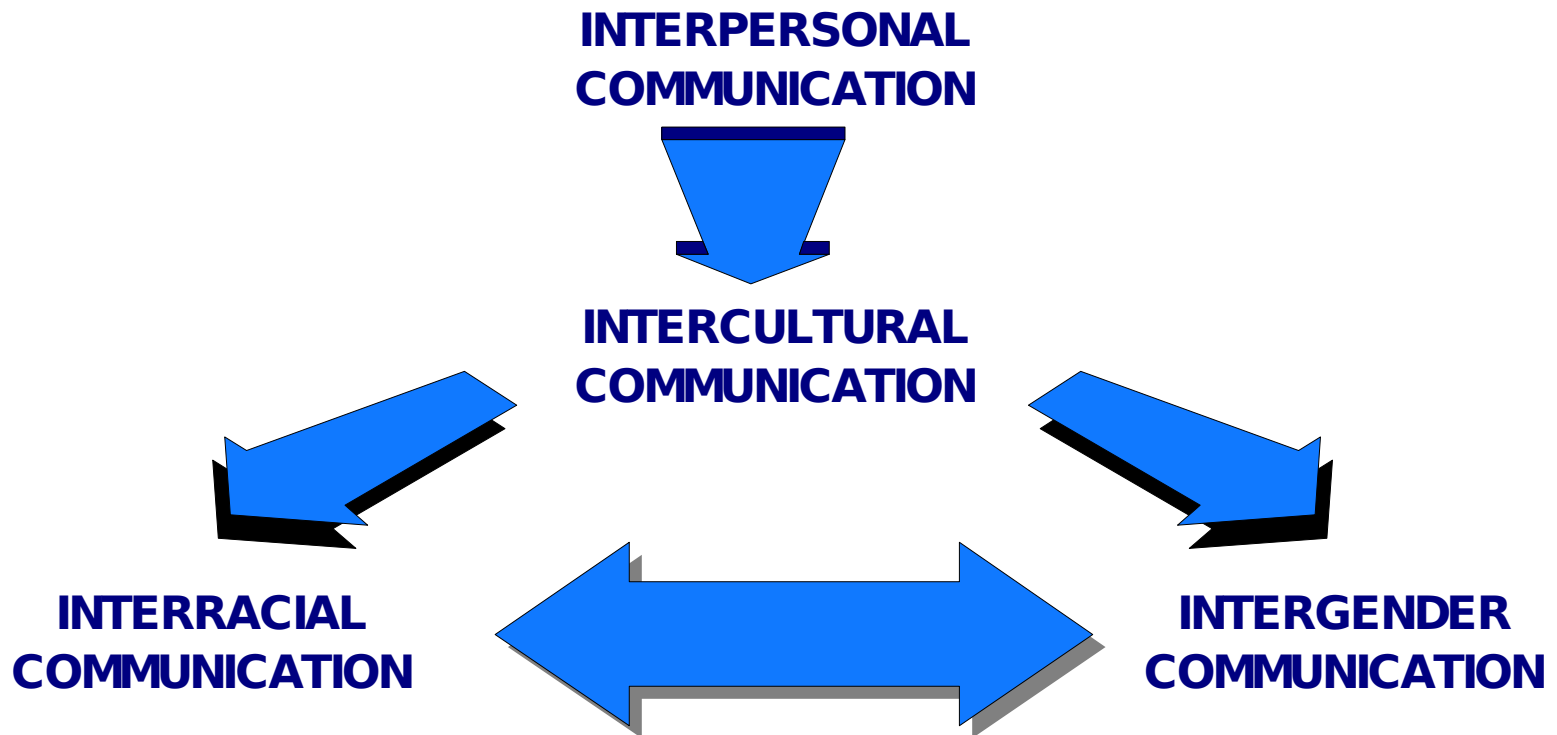
**PURPOSE: TO EXCHANGE THOUGHTS, MESSAGES,
AND/OR INFORMATION BETWEEN TWO
(2) OR MORE PEOPLE.**

DIFFERENCES

WHEN DOES A DIFFERENCE MAKE A DIFFERENCE?

1. WHEN THERE ARE DIFFERENT CULTURAL NORMS
2. PHYSICAL DIFFERENCES
3. WHEN WORDS AND NONVERBAL CUES CONTRADICT (NONVERBAL CUES ARE MORE BELIEVABLE)

4 TYPES OF COMMUNICATION



FACTORS IMPACTING ON INTERRACIAL AND INTERGENDER COMMUNICATION

- 1. RACE/SEX**
- 2. POWER**
- 3. ASSUMPTION**
- 4. LANGUAGE**
- 5. NONVERBAL**
- 6. VALUES - BELIEFS**

2 APPROACHES FOR IMPROVING INTERRACIAL AND INTERGENDER COMMUNICATION

- A. REPLACE "BLOCKING ASSUMPTIONS" WITH "FACILITATING ASSUMPTIONS"
- B. REPLACE "BLOCKING BEHAVIORS" WITH "FACILITATING BEHAVIORS"

FACTORS TO CONSIDER IN CROSS CULTURAL COMMUNICATION

- 1. CONVENTIONS OF COURTESY**
- 2. SEQUENCE**
- 3. OBJECTIVITY**
- 4. ASSERTIVENESS**
- 5. CANDOR**
- 6. SIMPLICITY**
- 7. ACCENTS**
- 8. TELEPHONE**
- 9. WALKING ON EGG SHELLS**
- 10. HOT BUTTONS**

PITFALLS IN CROSS-CULTURAL INTERACTIONS

1. STEREOTYPING

2. ASSUMPTIONS

3. DIFFERENCES

INFORMAL RESOLUTION SYSTEMS (IRS)

IRS - IS A SYSTEM DEVELOPED BY THE SECRETARY OF THE NAVY TO RESOLVE CONFLICT AT THE LOWEST LEVEL POSSIBLE, FOR MILITARY AND CIVILIAN EMPLOYEES.

RESOLUTION OPTIONS

1. DIRECT APPROACH

2. INFORMAL THIRD PARTY

3. TRAINING INFORMATION RESOURCES

**THE IRS DOES NOT INTERFERE WITH AN
INDIVIDUAL'S RIGHTS TO USE THE
FORMAL COMPLAINT SYSTEM**

ROLES AND RESPONSIBILITIES

- 1. RECIPIENT**
- 2. OFFENDING PERSON**
- 3. OTHER PERSON**
- 4. SUPERVISOR**

COMPLAINT TIMELINES ***(Military)***

60 Days

Within 3 working days commander must initiate an investigation

Within 30 days of the investigation, complaint must be resolved

Feedback every 14 days

Complaint Timelines (Civilians)

1. 45 Days to file to EEO Counselor
2. EEO Counselor has 30 days to complete fact finding informal resolution efforts`
3. 15 Days to file formal complaint
4. Navy has 180 days to investigate
5. Complainant has 30 days to request Secretary of the Navy's' decision

Complaint Timelines (Civilians)

6. 30 days to appeal to EEOC
7. 90 days of receipt of EEOC decision to file civil action
8. Can file a civil action 180 days of filing a formal complaint

COMMANDERS RESPONSIBILITIES

EVEN IF USING THE IRS, UNLESS THE CONDUCT IS CLEARLY CRIMINAL IN NATURE, IT IS UP TO THE COMMANDER TO FOREGO TAKING FURTHER FORMAL ACTION WHEN A COMPLAINT HAS BEEN RESOLVED UNDER THE IRS.

STRATEGIES TO COMBAT THE "ISMS"

1. AWARENESS

2. PARTICIPATION

3. EDUCATION/TRAINING

BENEFITS IN VALUING DIVERSITY

1. FULL UTILIZATION OF ALL PERSONNEL
2. REDUCE INTERPERSONAL CONFLICT
3. ENHANCE WORK RELATIONSHIPS
4. INCREASE COMMITMENT
5. GREATER INNOVATION
6. IMPROVED PRODUCTIVITY
7. MISSION ACCOMPLISHMENT

SUMMARY

1. "ISMS"

2. COMMUNICATING ACROSS DIFFERENCES

3. INFORMAL RESOLUTION SYSTEM (IRS)

QUESTIONS?